

MANDATORY SALARY MINIMUMS - PARISH LAY EMPLOYEES
 2021 PAY SCALES FOR PARISHES IN THE DIOCESE OF OAKLAND

MINISTRY STAFF (EXEMPT) JOB SERIES

	M-1	M-2	M-3	M-4	M-5	M-6
ANNUAL RATE (12 months, 40 hour week)						
Minimum	43,964	45,990	51,513	57,697	66,365	78,287
Midpoint	52,819	57,486	64,356	72,101	82,911	97,846
Maximum	61,637	69,011	77,255	86,533	99,538	117,404
HOURLY RATES (Based on 40 hour week)						
Minimum	21.14	22.11	24.76	27.75	31.91	37.63
Midpoint	25.39	27.64	30.94	34.67	39.87	47.04
Maximum	29.63	33.18	37.14	41.61	47.85	56.45

SUPPORT STAFF (NON-EXEMPT) JOB SERIES

	Student Help	S-2	S-3	S-4	S-5	S-6
HOURLY RATES						
Minimum	15.00	15.00	16.63	19.12	22.11	25.70
Midpoint	15.00	17.32	19.57	22.48	26.11	30.27
Maximum	15.00	19.94	22.48	25.88	30.01	34.81
ANNUAL RATE (12 months, 40 hour week)						
Minimum		30,604	34,585	39,764	45,991	53,466
Midpoint		36,026	40,692	46,774	54,296	62,942
Maximum		41,473	46,774	53,832	62,430	72,395

1.6% COLA increase for 2021

PER-SERVICE MUSICIANS STIPEND GUIDELINES

(2021 SCALE . Represents 1.6% COLA Increase)

PER-SERVICE PAYMENT OF SUBSTITUTE OR ADDITIONAL MUSICIANS

Since the amount of skill and training varies greatly among musicians, the following serves as a guide upon which parishes may base their payments.

A simple service is one where no choir, soloist, or other additional instrumentalists are involved and liturgical planning and/or rehearsal time does not exceed one-half hour before Mass.

A choir rehearsal would normally require up to two hours of the musician's time.

A special service may involve the hiring of additional music ministers for a single service (such as a special celebration, Easter Vigil, Christmas). On these occasions, additional musicians may be needed as instrumentalists, cantor/song leaders, choir directors, ensemble leaders, or principal organists.

	Liturgical Musician	Music Director I	Music Director II
	Basic Skill	Advanced Skill	Proficient Skill
Simple Service	83 - 122	122 - 166	166 - 204
Service with choir	122 - 166	161 - 204	204 - 247
Choir Rehearsal	67 - 99	96 - 130	130 - 166
Additional Service per Trip	67 - 99	96 - 130	130 - 166
Special Service	83 - 166	161 - 288	288 - 328

FUNERAL, WEDDING AND ETHNIC CELEBRATION STIPENDS

The musician should be paid according to the stipend schedule which follows. The parish should make the family aware of the appropriate stipend.

	Liturgical Musician	Music Director I	Music Director II
	Basic Skill	Advanced Skill	Proficient Skill
Base Fee with One Consultation	83 - 166	166 - 248	248 - 328
Wedding Rehearsal	+ 51	+ 67	+ 83
Rehearsal with Cantor or Soloist	+ 51	+ 67	+ 83
Rehearsal with Other Instrumentalists	+ 51	+ 67	+ 83
Extra rehearsal with Other Musicians	+ 51	+ 67	+ 83